

AGENDA SUMMARY PAGE
CITY COUNCIL MEETING OF: AUGUST 6, 2008

DEPARTMENT: CITY CLERK

DIRECTOR: BEVERLY K. BRIDGES

☐ Consent ☒ Discussion

SUBJECT:

BUSINESS ITEMS:

Discussion and possible action to adjust the compensation for City Manager Douglas A. Selby
(Fiscal Impact to be Determined - General Fund)

Fiscal Impact

☐

No Impact

☐

Augmentation Required

☒

Budget Funds Available

Amount: To Be Determined

Funding Source: General Fund

Dept./Division: City Manager

PURPOSE/BACKGROUND:

Yearly performance and compensation review of the City Manager Douglas A. Selby

RECOMMENDATION:

Staff to follow Council's direction

BACKUP DOCUMENTATION:

Notice of Closed Personnel Session

Motion made by OSCAR B. GOODMAN to Approve five additional days of vacation

Passed For: 7; Against: 0; Abstain: 0; Did Not Vote: 0; Excused: 0

RICKI Y. BARLOW, LOIS TARKANIAN, LARRY BROWN, OSCAR B. GOODMAN,
GARY REESE, STEVE WOLFSON, STEVEN D. ROSS; (Against-None); (Abstain-None);
(Did Not Vote-None); (Excused-None)

Minutes:

Addressing CITY MANAGER DOUGLAS SELBY, MAYOR GOODMAN explained that due to a recent change in the law, a public hearing regarding his performance evaluation is now required. Additionally, CITY MANAGER SELBY will be required to give a presentation and overview of his past year's accomplishments.

CITY MANAGER SELBY disclosed that he is in his sixth year as City Manager and considered himself privileged to represent the City of Las Vegas. He stated that there have been significant achievements and accomplishments, but without the assistance of each City employee and each member of his management staff, he would not have been able to accomplish the Mission of the City.

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CITY MANAGER SELBY expressed his gratitude to the employees of the City for their motivation, determination and commitment to serving the citizens of Las Vegas. He thanked the City Council for their leadership and guidance and for setting the stage for long-term stability in local government by supporting change.

Among the highlights of the past years, CITY MANAGER SELBY spoke of the City of Las Vegas as a front runner on energy conservation, environmental issues and green building efforts. In a concerted effort to promote Green, he recognized a group of private sector, business, government and academic people who review City codes and ordinances to remove hurdles to green buildings.

Another area of emphasis has been the Diversity Plan. He stated that the City continues to educate its workforce on the value of appreciating the special and unique talents and experiences of each individual. He also noted that several departments have taken the initiative to create their own departmental diversity committees.

With regard to Performance Management, this program is currently operational throughout most City departments. He informed the Council that this program was designed to manage for results by tracking and utilizing reliable data. CITY MANAGER SELBY explained that based on pre-defined objectives, the City is able to measure not just the history of performance but also how effectively and efficiently those functions are accomplished. He recognized PENNY TOWERS and DEPUTY CITY MANAGER BETSY FRETWELL for spearheading the program.

Among the many accolades received, CITY MANAGER SELBY proudly noted the City of Las Vegas was recognized as the American City of the Year, a recognition based on good government that cares about its people. He remarked that it was a competition among all the great cities of the world.

In conclusion, CITY MANAGER SELBY said he would focus his efforts on the budget, looking closely at what the City does and how it does it. He stated in order to maintain financial stability, it will be necessary to provide the Council with various options in terms of available resources and rationalization of potential cutbacks.

CITY MANAGER SELBY stated it has been an honor and a privilege to serve the City Council, the employees of the City and the residents as well.

MAYOR GOODMAN remarked that the City is blessed to have someone with CITY MANAGER SELBY'S commitment and integrity. He stated that everyone on the Council considers him a very special person. MAYOR GOODMAN said he agonized about what type of reward would be appropriate for the type of service CITY MANAGER SELBY has made to the City this past year. After careful consideration and in light of his conversations with CITY MANAGER SELBY, MAYOR GOODMAN recommended five additional days of vacation.

COUNCILMAN REESE remarked that CITY MANAGER SELBY has indeed been a role model and expressed his gratitude and appreciation for making his job easier.

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COUNCILWOMAN TARKANIAN stated that the recognition and honors the City has received are testimony to the excellent performance of the City Manager.

COUNCILMAN BARLOW thanked CITY MANAGER SELBY for the fine job he does and for always keeping a step ahead of things. He appreciated the venues provided to City employees enabling them to meet with him and allowing open communication. COUNCILMAN BARLOW stated CITY MANAGER SELBY has set the pace for establishing a positive work place.

Supporting the comments of his colleagues, COUNCILMAN WOLFSON acknowledged the great job CITY MANAGER SELBY has done. Given the importance of the decisions to be made in the next 6 to 18 months, he could not think of a better person than CITY MANAGER SELBY to lead the City through those challenges.

COUNCILMAN BROWN stated that it has been a real pleasure to work with CITY MANAGER SELBY; he is a compassionate person, a great leader, a great listener, and quick to share credit. He is fair and not afraid to make a decision. COUNCILMAN BROWN added that many people outside of the City speaks about his demeanor, his professional approach and his integrity. He has established himself as true leader in the community.

